

Past Recommendations and Current Objectives

April 2004

Recommendations for 03-05 Published in the 2002 PHIP (pg 34)	Objectives & Products for 03-05 Published in the 2003-2005 PHIP Work Plan (pg 10) & WFD Web Site http://www.doh.wa.gov/hip/WorkforceDevelopment/default.htm
Complete a descriptive census of the public health workforce to document the size and range of workers available today and to identify training needs. Effective workforce planning requires that we have basic information about today's workforce—its size, range of professional expertise, and distribution of basic capacity.	Enumerate and describe the composition of the current public health workforce in terms of education, demographics, length of employment and basic responsibilities to provide baseline information from which to initiate estimates of workforce training and recruitment needs. <ul style="list-style-type: none"> • Brief survey to be completed by all public health workers, either on-line or by mail, and a published report
	Use Standards Baseline data, coupled with other workforce assessments, to identify training needs and link them to published competencies. Complete this work as a foundation for setting priorities for workforce development to be pursued throughout the biennium. Update orientation materials and maintain them on the web. <ul style="list-style-type: none"> • Prioritized list of identified training needs and tools for training • A recommended training approach that links Standards findings
Develop a training system that links expected competencies with learning opportunities, tracks training data, and provides maximum flexibility in helping people obtain the information they need to perform their work. Today's workers need continuous access to information that changes rapidly. They never stop learning, and they must become adept at finding information quickly. They must be able to rely on a range of sources, drawing from computers, video, print, and on-line literature, and real-time consultation with colleagues in neighboring counties—or countries.	Establish a Learning Management System (LMS) in Washington State that is used by local and state public health agencies and staff. <ul style="list-style-type: none"> • A tool that enables organizations and individuals to access information about and register to attend multiple training opportunities, in multiple formats: on-line, classes, audio and video, satellite, peer consultation
	Continue development of a multi-state learning network in order to share best practices, coordinate training and curriculum development, and to share developments in public health research. <ul style="list-style-type: none"> • Regional Network meetings and list serve communication • Coordinated distance learning opportunities and curriculum development
Pursue strategies that address leadership development and systematic incentives for workforce development such as establishing credentials for public health workers.	Foster leadership development within public health to ensure that decision makers are well prepared to respond to urgent public health issues and to lead communities in improving health. <ul style="list-style-type: none"> • A multi-state leadership institute for public health • Annual workshops for local public health policy makers
Adopt a set of expected worker competencies, linked to <i>The Standards for Public Health</i> , as the basis for developing training programs, college course curricula, performance measurement, and other aspects of public health	

Recommendations for 03-05 Published in the 2002 PHIP (pg 34)	Objectives & Products for 03-05 Published in the 2003-2005 PHIP Work Plan (pg 10) & WFD Web Site http://www.doh.wa.gov/php/WorkforceDevelopment/default.htm
workforce development processes. Public health workers who are well-prepared to meet the challenges of today and tomorrow must have a thorough understanding of public health—in addition to the specific discipline for which they have been trained (i.e., medicine and biology). The use of a standard set of competencies will facilitate coordinated training and development efforts.	
Collect and distribute exemplary practices for increasing public health workforce diversity. The composition of the public health workforce should reflect the communities served. Community-based efforts to recruit and train a diverse workforce will have long-term impact.	